

Message Text

MRN: 1978SEOUL 002746 SEGMENT NUMBER: 000001 ERROR READING TEXT INDEX

FILE; TELEGRAM TEXT FOR THIS SEGMENT IS UNAVAILABLE

ADP233

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ACTION AFSA-02

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FM AMEMBASSY SEOUL

TO SECSTATE WASHDC 0274

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AFSA - MR. LARS HYDLE

C) THE FURTHER DEVELOPMENT OF TIME-IN-CLASS STANDARDS MUST ALSO BE APPROACHED IN THE CONTEXT OF OTHER ELEMENTS IN THE PERSONNEL EQUATION, SUCH AS LATERAL ENTRY, PROMOTION RATES, AND ABOVE ALL THE DEPARTMENT'S OVERALL PERSONNEL PROJECTIONS. THOSE OF US WITH EXTENDED PERIODS OF SERVICE HAVE SEEN COUNTLESS MARCHES AND COUNTER-MARCHES IN YATE DEPARTMENT PERSONNEL POLICIES, MANY OF WHICH SEEM THE RESULT OF INSUFFICIENT LONG TERM PERSONNEL PLANNING. RECOGNIZING THE UNCERTAINTY THAT ITABLE DOMINATES THE FOREIGN AFFAIRS FIELD, WE STILL BELIEVE THAT MUCHOFF THE PROBLEM HAS RESULTED FROM THE ABSENCE OF ANY PRESSURE ON SENIOR STATE DEPARTMENT OFFICIALS TO CONSIDER LONG TERM PERSONNEL CONSEQUENCES WHEN THEY FACE SHORT TERM PROBLEMS. THIS PRESSURE IS SOMETHING AFSA CAN AND SHOULD PROVIDE SINCE ITS MEMBERS WILL BE THERE TO BEAR THE BRUNT OF THE LONG TERM. AFSA CAN CONTRIBUTE TO THE WELFARE OF BOTH THE FOREIGN SERVICE AND THE GOVERNMENT BY INSISTING ON REAL PERSONNEL POLICY CONSULTATIONS ACROSS THE BOARD, FOCUSING ON LONG-TERM NEEDS OF THE SERVICE AND LONG-TERM CONSEQUENCES OF SPECIFIC ACTION.

D) UNDER THIS RUBRIC WE BELIEVE AFSA SHOULD SEEK REVIEW OF THE FOLLOWING:

(1) PROJECTED SIZE OF THE SERVICE OVER THE NEXT TEN YEARS.

(2) TYPE AND EXTENT OF SPECIALIZATION/GENERALIZATION

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NEEDED (E.G., IS THE CONE SYSTEM REALLY WORKING?)

(3) GRADE STRUCTURE NEEDED.

L (4) IMPACT OF POLICIES AND PROCEDURES FOR RECRUITMENT, PROMOTION, LATERAL ENTRY, RETIREMENT AND SELECTION-OUT.

(5) RELATIVE ROLES OF STAFF AND FSO CATEGORIES IN THIS PROJECTION.

(6) TYPES OF TRAINING NEEDED.

ABOVE LIST IS ILLUSTRATIVE AND CAN BE ADDED TO AS NEEDED.
OBJECTIVE IS NOT ANOTHER TASK FORCE STUDY BUT CONTINUED DIALOGUE THAT WILL FORCE ADMINISTRATION AND FS PERSONNEL TO THINK ABOUT THE FUTURE IN RELATION TO ACTUAL DECISIONS. WE WOULD HOPE BOTH SIDES WILL BE ABLE TO RECOGNIZE COMMON INTEREST IN THIS PROCESS AND TO CONDUCT IT IN PROFESSIONAL, NON-CONFRONTATIONAL STYLE, CONSCIOUS THAT THERE ARE COMPETING DEMANDS WHICH ARE NOT MUTUALLY EXCLUSIVE.
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Disposition History: n/a
Disposition Reason:
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